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GOVERNMENT OF PUNJAB
DEPARTMENT OF SPORTS AND YOUTH SERVICES
(Sports and Youth Services Branch)

NOTIFICATION

The 20th February, 2025

No. SYWD-SPRT01/128/2022-4SS/45.—This notification is issued with the concurrence of the Government of Punjab, Department of Finance (Finance Personnel – 1 Branch) conveyed vide no. FD-FP-10PYSC/2/2023-3FP1/I/606198/2023 Dated: 26.07.2023 and no. FD-FP-10MISC/10/2024-3FP1/I/911155/2024 Dated: 23.08.2024. As per the decision Govt. of Punjab, in the Cabinet Meeting held on 13.02.2025 in pursuance of the recommendations of the University Grants Commission, of the Government of India vide its letter **No.1-7/2015-U. II(1) and letter No.1-7/2015-U.II(2) dated 2nd November 2017**, the Governor of Punjab is pleased to revise the scales of pay of Teachers and Equivalent Cadres in The Maharaja Bhupinder Singh Punjab Sports University, Patiala and its constituent colleges in the state with effect from 1st July 2023 as per details given below:-

1. Designation

There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel at various levels.

2. Revised Pay for teachers and equivalent positions:

(i) Pay Fixation method

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

- a. The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.

- b. The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A and 14.
- c. Each cell in an academic level is at 3% higher than the previous cell in that level.
- d. The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.
- e. The entry pay for each level is as follows

| Level | Academic Grade Pay | Entry Pay (Rs.) |
|-------|--------------------|-----------------|
| 10 | 6000 | 21600 |
| 11 | 7000 | 25790 |
| 12 | 8000 | 29900 |
| 13A | 9000 | 49200 |
| 14 | 10000 | 53000 |
| 15 | - | 67000 |

- f. The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Annexure-I (except Academic Level 15)**.
- g. For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

ii. Revised pay for Teachers in Universities and Colleges

| Category/ Designation | Revised Pay Scale |
|--|--|
| Assistant Professor (at Rs.6000 AGP in PB Rs.15,600-39100) | Assistant Professor (at Academic Level 10 with Rationalized entry pay of Rs.57,700/-) |
| Associate Professor (at Rs.9000 AGP in PB Rs.37,400- 67,000) | Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-) |
| Professor (at Rs.10000 AGP in PB Rs.37,400- 67,000) | Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200 /-) |

iii. Revised pay for Librarians in Universities and Colleges

| Category/ Designation | Revised Pay Scale |
|---|---|
| Assistant Librarian/ College Librarian (at Rs. 6000 AGP in PB Rs. 15,600 – 39100) | Assistant Librarian/ College Librarian (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-) |
| University Librarian (at Rs. 10000 AGP in PB Rs. 37,400 – 67,000) | University Librarian (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-) |

3. Revised pay of Vice Chancellor of Universities

(i) Vice Chancellor. The pay of the Vice Chancellor shall be fixed at Rs. 2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs.5000/- per month.

4. Revised pay of Principals in Colleges

The pay of Principals in Under Graduate and Post Graduate Colleges shall be:

i) Under Graduate Colleges: The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-, with the existing special allowance of Rs.2000/- per month.

ii) Post Graduate Colleges: The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200/-, with the existing special allowance of Rs.3000/- per month.

Note: (1) The existing pay scale of person appointed as Principal shall be protected.

(1) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals' pay (In case of Direct recruitment).

5. Registrar/ Finance Officer/ Controller of Examination

i. Registrar/ Finance Officer/ Controller of Examination, presently in the Pay Band of Rs.37,400-67,000/- with Grade Pay of Rs.10,000/-, shall be placed at Level 14 with Rationalized Entry Pay of Rs.1,44,200 /- as per 7th CPC Pay Matrix given at **Annexure-II** and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix (**Annexure-II**) in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission.

ii. The posts of Registrar and Controller of Examination shall be filled through direct recruitment as per the existing criteria.

6. Date of Implementation

(i) The revised pay shall be admissible w.e.f. 01.07.2023 (pay of July 2023 be paid in August, 2023)

(ii) The Government employee shall exercise option in the Form appended as Annexure -III, within a period of two months from the date of notification of these rules.

7. Incentive increment for higher qualification

The incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D. degree will progress faster under CAS. Therefore; there shall be no incentives in form of advance increments for obtaining the degrees of M.Phil or Ph.D.

8. Increment

- i. The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- ii. There shall be two dates for grant of increment namely, 1st January and 1st July, of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

9. Promotion

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay, otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

10. Allowances

The administrative department will send proposal to the Finance Department regarding revised allowances.

11. Applicability of the Scheme

- a. The revised pay scales are applicable to the teachers and equivalent cadres of The Maharaja Bhupinder Singh Punjab Sports University, Patiala and its Constituent Colleges.
- b. Other terms and conditions of service of teachers shall be the same as may be notified by the State Govt. or specified by way of Regulations incorporating the approved pay scales and other related conditions by the Universities/State Govt. on the lines of existing scheme(s).
- c. The above conditions will apply to all teachers and equivalent cadres appointed on or after the date of issue of this notification. These conditions will also apply to existing incumbents along with modifications specified above.
- d. All other service conditions of University and College teachers and equivalent cadres will continue to be governed by existing rules/instructions of the State Govt.

- e. The qualifications and other conditions for direct recruitment on or after the date of issue of this notification will be as per UGC regulations 2018.
- f. The State Govt. may change any of the above conditions of its own or on the recommendations of the UGC/Government of India.
- g. This Scheme does not extend to the Coaches and Tutors. Pay of the said categories of employees shall be fixed as per instructions/ decisions of Government of Punjab issued and amended from time to time.

12. Anomalies of the last PRC:

Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Sports and Youth Affairs Department for clarification.

13. Date of implementation of revised pay and allowance and payment of arrears:

- i. The revised pay shall be admissible w.e.f. 01.07.2023 (pay of July 2023 be paid in August, 2023)
- ii. As per para (ii) of the Govt of Punjab, Finance Department (Finance Personnel- 1 Branch) File no. FD-FP-10PYSC /2 /2023-3FP1/I/606198/2023 Dated: 26.07.2023, the decision regarding retirement age of the teaching faculty of Higher Education will be applicable to the teaching faculty of the Maharaja Bhupinder Singh Punjab Sports University, Patiala and its constituent colleges as per decision taken in the cabinet meeting on 28.02.2023,
- iii. As per para (iii) of the Govt of Punjab, Finance Department (Finance Personnel- 1 Branch) File no. FD-FP-10PYSC /2 /2023-3FP1/I/606198/2023 Dated: 26.07.2023, teaching faculty will be entitled to the revised pay and unrevised allowances as earlier. The concerned administrative department will send proposal regarding giving revised allowances to the Finance Department.
- iv. The revised pension (post 01.01.2016 retirees) shall be admissible w.e.f. 01.07.2023 (pension of July, 2023 payable in August, 2023)
- v. The decision regarding the payment of arrears shall be taken later on.
- vi. An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary. (**Annexure -III**)

Sd/-

SARVJIT SINGH, IAS

Special Chief Secretary to Government of Punjab
Department of Sports and Youth Services

Chandigarh:
The 17th February, 2025

Annexure-I

| Pay Band (Rs) | 15600-39100 | | | 37400-67000 | | 67000-79000 |
|-------------------------------|---------------|---------------|---------------|-----------------|-----------------|-----------------|
| Grade Pay (Rs) | 6,000 | 7,000 | 8,000 | 9,000 | 10,000 | 0 |
| Index of Rationalization | 2.67 | 2.67 | 2.67 | 2.67 | 2.72 | 2.72 |
| Entry Pay (Rs) | 21,600 | 25,790 | 29,900 | 49,200 | 53,000 | 67,000 |
| Academic Level | 10 | 11 | 12 | 13A | 14 | 15 |
| Rationalized Entry Pay (Rs) 1 | 57,700 | 68,900 | 79,800 | 1,31,400 | 1,44,200 | 1,82,200 |
| 2 | 59,400 | 71,000 | 82,200 | 1,35,300 | 1,48,500 | 1,87,700 |
| 3 | 61,200 | 73,100 | 84,700 | 1,39,400 | 1,53,000 | 1,93,300 |
| 4 | 63,000 | 75,300 | 87,200 | 1,43,600 | 1,57,600 | 1,99,100 |
| 5 | 64,900 | 77,600 | 89,800 | 1,47,900 | 1,62,300 | 2,05,100 |
| 6 | 66,800 | 79,900 | 92,500 | 1,52,300 | 1,67,200 | 2,11,300 |
| 7 | 68,800 | 82,300 | 95,300 | 1,56,900 | 1,72,200 | 2,17,600 |
| 8 | 70,900 | 84,800 | 98,200 | 1,61,600 | 1,77,400 | 2,24,100 |
| 9 | 73,000 | 87,300 | 1,01,100 | 1,66,400 | 1,82,700 | |
| 10 | 75,200 | 89,900 | 1,04,100 | 1,71,400 | 1,88,200 | |
| 11 | 77,500 | 92,600 | 1,07,200 | 1,76,500 | 1,93,800 | |
| 12 | 79,800 | 95,400 | 1,10,400 | 1,81,800 | 1,99,600 | |
| 13 | 82,200 | 98,300 | 1,13,700 | 1,87,300 | 2,05,600 | |
| 14 | 84,700 | 1,01,200 | 1,17,100 | 1,92,900 | 2,11,800 | |
| 15 | 87,200 | 1,04,200 | 1,20,600 | 1,98,700 | 2,18,200 | |
| 16 | 89,800 | 1,07,300 | 1,24,200 | 2,04,700 | | |
| 17 | 92,500 | 1,10,500 | 1,27,900 | 2,10,800 | | |
| 18 | 95,300 | 1,13,800 | 1,31,700 | 2,17,100 | | |
| 19 | 98,200 | 1,17,200 | 1,35,700 | | | |
| 20 | 1,01,100 | 1,20,700 | 1,39,800 | | | |
| 21 | 1,04,100 | 1,24,300 | 1,44,000 | | | |
| 22 | 1,07,200 | 1,28,000 | 1,48,300 | | | |
| 23 | 1,10,400 | 1,31,800 | 1,52,700 | | | |
| 24 | 1,13,700 | 1,35,800 | 1,57,300 | | | |
| 25 | 1,17,100 | 1,39,900 | 1,62,000 | | | |
| 26 | 1,20,600 | 1,44,100 | 1,66,900 | | | |
| 27 | 1,24,200 | 1,48,400 | 1,71,900 | | | |
| 28 | 1,27,900 | 1,52,900 | 1,77,100 | | | |
| 29 | 1,31,700 | 1,57,500 | 1,82,400 | | | |
| 30 | 1,35,700 | 1,62,200 | 1,87,900 | | | |
| 31 | 1,39,800 | 1,67,100 | 1,93,500 | | | |
| 32 | 1,44,000 | 1,72,100 | 1,99,300 | | | |
| 33 | 1,48,300 | 1,77,300 | 2,05,300 | | | |
| 34 | 1,52,700 | 1,82,600 | 2,11,500 | | | |
| 35 | 1,57,300 | 1,88,100 | | | | |
| 36 | 1,62,000 | 1,93,700 | | | | |
| 37 | 1,66,900 | 1,99,500 | | | | |
| 38 | 1,71,900 | 2,05,500 | | | | |
| 39 | 1,77,100 | | | | | |
| 40 | 1,82,400 | | | | | |

Annexure-II

Pay Matrix for Registrars/Finance Officers/Controllers of Examination

| Pay Band (Rs) | 15600-39100 | | | 37400-67000 | |
|-------------------------------|--------------------|---------------|---------------|--------------------|-----------------|
| Grade Pay (Rs) | 5400 | 6600 | 7600 | 8700 | 10,000 |
| Academic Level | 10 | 11 | 12 | 13 | 14 |
| Rationalized Entry Pay (Rs) 1 | 56,100 | 67,700 | 78,800 | 1,18,500 | 1,44,200 |
| 2 | 57,800 | 69,700 | 81,200 | 1,22,100 | 1,48,500 |
| 3 | 59,500 | 71,800 | 83,600 | 1,25,800 | 1,53,000 |
| 4 | 61,300 | 74,000 | 86,100 | 1,29,600 | 1,57,600 |
| 5 | 63,100 | 76,200 | 88,700 | 1,33,500 | 1,62,300 |
| 6 | 65,000 | 78,500 | 91,400 | 1,37,500 | 1,67,200 |
| 7 | 67,000 | 80,900 | 94,100 | 1,41,600 | 1,72,200 |
| 8 | 69,000 | 83,300 | 96,900 | 1,45,800 | 1,77,400 |
| 9 | 71,100 | 85,800 | 99,800 | 1,50,200 | 1,82,700 |
| 10 | 73,200 | 88,400 | 1,02,800 | 1,54,700 | 1,88,200 |
| 11 | 75,400 | 91,100 | 1,05,900 | 1,59,300 | 1,93,800 |
| 12 | 77,700 | 93,800 | 1,09,100 | 1,64,100 | 1,99,600 |
| 13 | 80,000 | 96,600 | 1,12,400 | 1,69,000 | 2,05,600 |
| 14 | 82,400 | 99,500 | 1,15,800 | 1,74,100 | 2,11,800 |
| 15 | 84,900 | 1,02,500 | 1,19,300 | 1,79,300 | 2,18,200 |
| 16 | 87,400 | 1,05,600 | 1,22,900 | 1,84,700 | |
| 17 | 90,000 | 1,08,800 | 1,26,600 | 1,90,200 | |
| 18 | 92,700 | 1,12,100 | 1,30,400 | 1,95,900 | |
| 19 | 95,500 | 1,15,500 | 1,34,300 | 2,01,800 | |
| 20 | 98,400 | 1,19,000 | 1,38,300 | 2,07,900 | |
| 21 | 1,01,400 | 1,22,600 | 1,42,400 | 2,14,100 | |
| 22 | 1,04,400 | 1,26,300 | 1,46,700 | | |
| 23 | 1,07,500 | 1,30,100 | 1,51,100 | | |
| 24 | 1,10,700 | 1,34,000 | 1,55,600 | | |
| 25 | 1,14,000 | 1,38,000 | 1,60,300 | | |
| 26 | 1,17,400 | 1,42,100 | 1,65,100 | | |
| 27 | 1,20,900 | 1,46,400 | 1,70,100 | | |
| 28 | 1,24,500 | 1,50,800 | 1,75,200 | | |
| 29 | 1,28,200 | 1,55,300 | 1,80,500 | | |
| 30 | 1,32,000 | 1,60,000 | 1,85,900 | | |
| 31 | 1,36,000 | 1,64,800 | 1,91,500 | | |
| 32 | 1,40,100 | 1,69,700 | 1,97,200 | | |
| 33 | 1,44,300 | 1,74,800 | 2,03,100 | | |
| 34 | 1,48,600 | 1,80,000 | 2,09,200 | | |
| 35 | 1,53,100 | 1,85,400 | | | |
| 36 | 1,57,700 | 1,91,000 | | | |
| 37 | 1,62,400 | 1,96,700 | | | |
| 38 | 1,67,300 | 2,02,600 | | | |
| 39 | 1,72,300 | 2,08,700 | | | |
| 40 | 1,77,500 | | | | |

Annexure-III**UNDERTAKING**

I, hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band/ grade pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature
Name
Designation
Place
Date

**FORM OF
OPTION**

14.

1.

1. I, hereby opt for the revised pay structure with effect from 01.07.2023.
2. I, hereby opt the multiplying factor of

Signature
Name
Designation
Place
Date